



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Implementation of Salary and Benefits increases for clerical Confidential-designated employees.

MEETING DATE: October 15th, 2003

SUBMITTED BY: Human Resources Director

RECOMMENDED ACTION: That City Council implement the salary and benefit increase indicated below and in Attachment I effective October 1st, 2003.

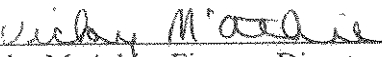
BACKGROUND INFORMATION:

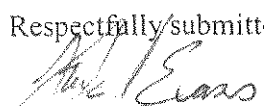
The City of Lodi endeavors to compensate employees in a manner that allows us to recruit - and retain - a talented and proficient workforce. Given that we are now negotiating with the General Services bargaining group, this is an appropriate time to re-evaluate confidential-designated employees' salaries, as they are aligned to this bargaining unit.

It is recommended that salary changes be implemented as shown on Attachment I in the "A through E Step" columns. Additionally, employees will be responsible for a share of cost toward their medical premiums as follows: For employees under the HMO, with one dependent, \$80.00 monthly; for employees with more than one dependent, \$104.00 monthly. The salary and benefit changes are the same as what has been offered to the General Services bargaining unit.

FUNDING: The cost of this recommendation in FY 2003-04 for Confidential positions is \$23,148

These funds are available in the current budget.


Vicky McAthie, Finance Director

Respectfully submitted,

for Joanne M. Narloch, Human Resources Director

APPROVED: 
Janet Flynn -- City Manager

City of Lodi
Confidential Salaries

EXHIBIT A

Confidential Classifications

Step A	Step B	Step C	Step D	Step E
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Administrative Clerk - Confidential
Administrative Secretary - Confidential
Deputy City Clerk
Human Resources Technician
Legal Secretary
Secretary to the City Manager

2,432.29	2,553.91	2,681.61	2,815.69	2,956.47
3,236.68	3,398.51	3,568.44	3,746.86	3,934.20
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3,653.78	3,836.47	4,028.29	4,229.70	4,441.19
3,836.47	4,028.29	4,229.70	4,441.19	4,663.25

RESOLUTION NO. 2003-199

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE
IMPLEMENTATION OF SALARY AND BENEFIT INCREASES FOR
CONFIDENTIAL-DESIGNATED EMPLOYEES

WHEREAS, the City is currently negotiating with the General Services bargaining unit, and therefore now is an appropriate time to re-evaluate Confidential-designated employees' salaries and benefits as well.

NOW, THEREFORE, BE IT RESOLVED that the City will pay the medical premium on behalf of the employee and dependents (if any) up to the cost of the highest HMO available in our geographical area, subject to the employee share of cost; and

BE IT FURTHER RESOLVED that employees will be responsible for a share of the cost of their medical premiums as follows:

	<u>Employee Share of Cost</u>
a) Employees with no dependents	\$0.00 monthly
b) Employees with one dependent	\$80.00 monthly
c) Employees with more than one dependent	\$104.00 monthly

BE IT FURTHER RESOLVED that employees selecting a PPO or other available plan shall also be responsible for the difference in cost between the highest HMO and the selected plan, in addition to the specified employee share of cost.

BE IT FURTHER RESOLVED that the City Council hereby approves the implementation of the Confidential-designated employees' salary schedule as shown as follows:

Confidential Classifications	Step A	Step B	Step C	Step D	Step E
Administrative Clerk-Confidential	2,432.29	2,553.91	2,681.61	2,815.69	2,956.47
Administrative Secretary-Confidential	3,236.68	3,398.51	3,568.44	3,746.86	3,934.20
Deputy City Clerk	3,236.68	3,398.51	3,568.44	3,746.86	3,934.20
Human Resources Technician	3,236.68	3,398.51	3,568.44	3,746.86	3,934.20
Legal Secretary	3,653.78	3,836.47	4,028.29	4,229.70	4,441.19
Secretary to the City Manager	3,836.47	4,028.29	4,229.70	4,441.19	4,663.25

Dated: October 15, 2003

I hereby certify that Resolution No. 2003-199 was passed and adopted by the City Council of the City of Lodi in a regular meeting held October 15, 2003, by the following vote:

AYES: COUNCIL MEMBERS – Beckman, Hansen, Howard, Land, and Mayor Hitchcock
NOES: COUNCIL MEMBERS – None
ABSENT: COUNCIL MEMBERS – None
ABSTAIN: COUNCIL MEMBERS – None


SUSAN J. BLACKSTON
City Clerk